



**The Dow Chemical Company**  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

*August 3, 2005*

***Frank Richardson***

***Employee Number: 140216***

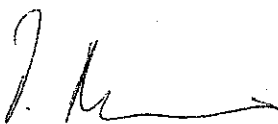
**VERBAL WARNING**

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories. An agreement between the Company and the Union extended the 2004 requirements deadline to June 30, 2005. You have not met this requirement.

**EXPECTATIONS:**

1. You must have completed 4 skill levels by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This verbal warning notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This verbal warning letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
\_\_\_\_\_  
*Dirk Aheimer*

*8/3/05*  
\_\_\_\_\_  
*Date*

**My Leader has reviewed this with me and I understand the requirements and expectations.**

\_\_\_\_\_  
*Frank Richardson*

\_\_\_\_\_  
*Date*



The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

August 3, 2005

**David A. Shepard**

**Employee Number: 367439**

**SUSPENSION and WRITTEN LETTER**


The purpose of this suspension and written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories. An agreement between the Company and the Union extended the 2004 requirements deadline to June 30, 2005. You have not met this requirement.

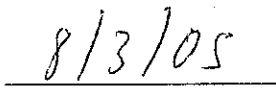
**EXPECTATIONS:**

1. You must have completed 4 skill levels by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

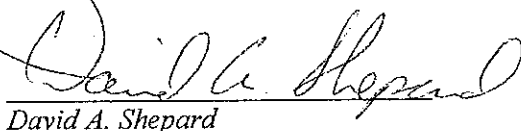
I evaluated the nature and extent of your action and various other factors and determined your discipline should be suspension without pay for 1 day. Because of this 1 day suspension, you will lose your Performance Award for 2005. The suspension day will be August 10, 2005.

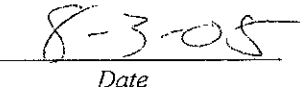
This suspension and written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This suspension and written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Dirk Aheimer

  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
David A. Shepard

  
Date

2/25/05

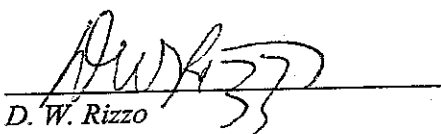
*Robert D. Mickle, Jr.*

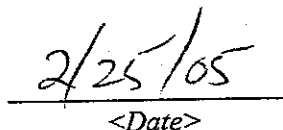
Employee Number: U138177

**WRITTEN LETTER**

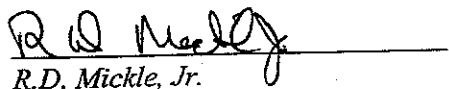
The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

This written letter notifies you of a serious performance deficiency. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment.

  
D. W. Rizzo

  
<Date>

**My Leader has reviewed this with me.**

  
R.D. Mickle, Jr.

  
<Date>

AUG-16-2006 14:34 From: DOW CHEMICAL

3792387224

To: 1

P. 1/1

February 2, 2006

Rodger D. Cole

Employee Number: U090984

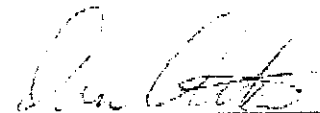
**WRITTEN LETTER**

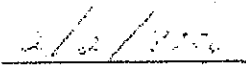
The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year or to attempt to reach this requirement until the employee has achieved the required level in all the Skill Categories. You have not met this requirement.

**EXPECTATIONS:**

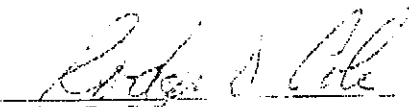
- 1 You must reach or make an attempt to reach the requirements agreed to in the collective bargaining agreement. Further disciplinary action may result if the above expectation is not met by December 31, 2006. Also, as defined in the collective bargaining agreement, Article XVII, Seniority, Section 11 - Filling Vacancies or New Jobs, 4<sup>th</sup> bullet, page 30: "After June 1, 2006, employees must meet minimum Foundational Skills category profile as described in the Skills initiative, Article XXXIV to post on any job."

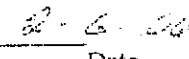
This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Orin Atkins

  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Rodger D. Cole

  
Date

January 31, 2005

Mark A. Calcote

Employee Number: 089336

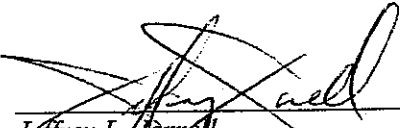
### WRITTEN LETTER

The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 - Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
\_\_\_\_\_  
Jeffrey L. Jarrell  
Sr. Production Leader  
Energy

2/3/2005  
(date)

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
\_\_\_\_\_  
Mark A. Calcote

2-3-05  
(date)

2/3/05

Tim Grigsby

Employee Number: U098813

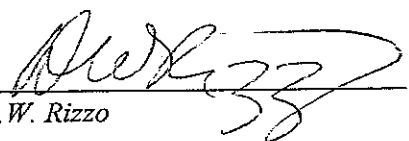
The purpose of this letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills and set forth an action plan to achieve success. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

**EXPECTATIONS:**

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Disciplinary action may result if the above expectation is not met.

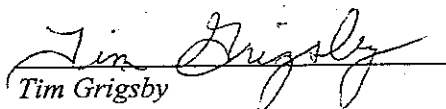
To complete these expectations, you and I have set forth the following action plan with deadlines.

1. Re-train on the Observation category and reassess on 2/18/05.
2. If unsuccessful on profiling out of the Observation category, I will seek counseling and/or tutoring to assist me with the successful completion of this category and retrain and reassess by 3/31/05.
  - a. Additional problems with completion will prompt a meeting with my supervisor.
3. After successful completion of the Observation category, I will be awarded the Learning Recognition Award (LRA) for the category as specified by the contract and will immediately move into the Applied Technology category. I will take the training course, and at a minimum, successfully complete the post test for the level above my original assessment by 6/30/05.
4. I will continue training and reassessing in the Applied Technology category until I have successfully completed it prior to the end of 2005.

  
D.W. Rizzo

2-3-05  
<Date>

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
Tim Grigsby

2/3/05  
<Date>

2/3/05

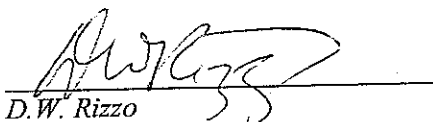
Bob Ed Johnson

Employee Number: U143802

The purpose of this letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills and set forth an action plan to achieve success. An employee is expected to move up at least 2 skill levels per year *until the employee has achieved the required level in all the Skill Categories*. Although you had only one skill level remaining and you successfully passed the post test, you are expected to successfully achieve Level 6 during a reassessment on the Observation category of Foundational Skills 2 by June 30, 2005. Disciplinary action may result if the above expectation is not met.

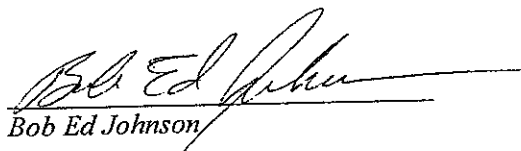
To complete this expectation, you and I have set forth the following action plan with deadlines.

1. Take the post test on Level 6 again and then reassess if successful by 2/28/05.
2. If unsuccessful, re-train on the Observation category and reassess by 3/31/05.
3. If unsuccessful at this time on profiling out of the Observation category, I will seek counseling and/or tutoring to assist me with the successful completion of this category and retrain and reassess by 4/30/05.
  - a. Additional problems with completion will prompt a meeting with my supervisor.

  
D.W. Rizzo

2-3-05  
<Date>

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Bob Ed Johnson

2-3-05  
<Date>



The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

February 3, 2005

Ben Smith

Employee Number: U142690

### SUSPENSION and WRITTEN LETTER

The purpose of this suspension and written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

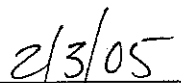
### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

I evaluated the nature and extent of your action and various other factors and determined your discipline should be suspension without pay for 1 day. Because of this 1 day suspension, you will lose your Performance Award for 2005. The suspension will start on February 4, 2005 and end on February 5, 2005. You will return back to work on your regular schedule on February 9, 2005.

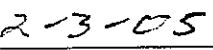
This suspension and written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This suspension and written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Dawn Brubaker

  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Ben Smith

  
Date





Feb 1<sup>st</sup>  
January 21, 2005

The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

David Hancock  
Employee Number: U094343

## LETTER OF EXPECTATIONS

The purpose of this letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

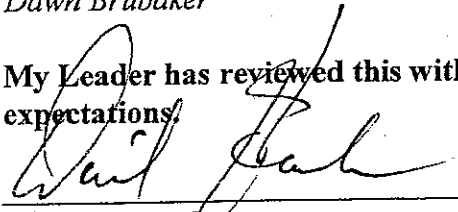
### EXPECTATIONS:

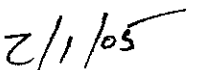
1. *You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Disciplinary action may result if the above expectation is not met.*
2. *You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Disciplinary action may result if the above expectation is not met.*

  
Dawn Brubaker

  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
David Hancock

  
Date



The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

Feb 1<sup>st</sup>  
January 31, 2005

Holly Hollingsworth  
Employee Number: U140346

### VERBAL WARNING

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This verbal warning notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This verbal warning letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Dawn Brubaker

2/1/05  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Holly Hollingsworth

2-1-05  
Date

January 31, 2005

Donald W. Cranfill

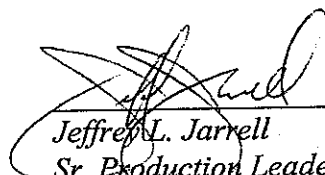
Employee Number: 139048

## LETTER OF EXPECTATIONS

The purpose of this letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.


### EXPECTATIONS:

1. *You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Disciplinary action may result if the above expectation is not met.*
2. *You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Disciplinary action may result if the above expectation is not met.*

  
Jeffrey L. Jarrell  
Sr. Production Leader  
Energy

2/1/2005  
(date)

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
Donald W. Cranfill

2-1-5  
(date)

January 31, 2005

*Ronald A. Montgomery*  
Employee Number: 141842

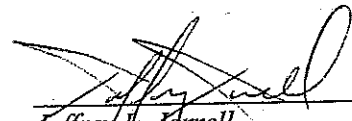
### VERBAL WARNING

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 -- Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005, the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This verbal warning notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This verbal warning letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
\_\_\_\_\_  
Jeffrey L. Darrell  
Sr. Production Leader  
Energy

2/1/2005  
(date)

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
\_\_\_\_\_  
Ronald A. Montgomery

2-1-05  
(date)



*Feb 18*  
*January 31, 2005*

The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

John Macias  
Employee Number: U372560


### WRITTEN LETTER

The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

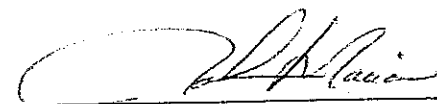
1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Dawn Brubaker

*2/1/05*  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

  
John Macias

*2/1/05*  
Date



The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

February 1, 2005

Otto Morse

Employee Number: U137524

### VERBAL WARNING

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

This verbal warning notifies you of a serious performance deficiency. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment.

\_\_\_\_\_  
Alfredo Kowalski

\_\_\_\_\_  
February 1, 2005

**My Leader has reviewed this with me and I understand the requirements and expectations.**

\_\_\_\_\_  
Otto Morse

\_\_\_\_\_  
February 1, 2005

Feb-09-2005 07:32am From:Dow Chemical A7001  
 -00-00-2005 04:00pm From:DOW CHEMICAL A7001

9792380478  
 9792380478

T-948 P 002/008 F-416  
 T-938 P 002/008 F-406

*February 1, 2005*

*Gary Owens*

Employee Number: *U142708*

### WRITTEN LETTER

The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 - Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
 Rick Calmes

*2/1/05*  
 February 1, 2005

My Leader has reviewed this with me and I understand the requirements and expectations.

*Gary Owens*

*February 1, 2005*

Feb-09-2005 07:32am From:Dow Chemical A7001  
 Feb-09-2005 07:32am From:Dow Chemical A7001

3792380478  
 3792380478

T-249 P-001 F-416  
 T-939 P-001/008 F-408

February 1, 2005

Jim Weaver

Employee Number: 0239092

#### WRITTEN LETTER

The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

#### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
 Rick Calnes

  
 February 1, 2005

238-5563

My Leader has reviewed this with me and I understand the requirements and expectations.

Jim Weaver

February 1, 2005



1/27/2005

Jeff Duke

Employee Number: 142711

### VERBAL WARNING

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This verbal warning notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This verbal warning letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

J.M. Clark  
<Leader's Name>

1/31/05  
<Date>

**My Leader has reviewed this with me and I understand the requirements and expectations.**

Jeff P. Duke  
<Employee's Name>

1/31/05  
<Date>

January 31, 2005

Alec D. Anderson

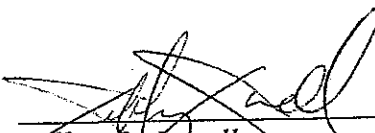
Employee Number: 144619

## LETTER OF EXPECTATIONS

The purpose of this letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. *You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Disciplinary action may result if the above expectation is not met.*
2. *You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Disciplinary action may result if the above expectation is not met.*

  
\_\_\_\_\_  
Jeffrey L. Jarrell  
Sr. Production Leader  
Energy

1/31/2005  
(date)

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
\_\_\_\_\_  
Alec D. Anderson

1-30-2005  
(date)

Feb-09-2005 09:38am From:DOW CHEMICAL 3401

9792380965

T-564 P.002/002 F-196

January 27<sup>th</sup>, 2004

The Dow Chemical Company  
200 N. Zeeb Road  
Freeport, Texas 77541-9901

Malcolm Means

Employee Number: U098459

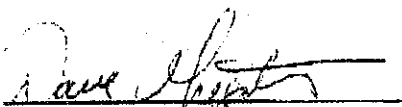
**VERBAL WARNING**

The purpose of this verbal warning is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

**EXPECTATIONS:**

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This verbal warning notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This verbal warning letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
<Leader's Name>

1/26/05  
<Date>

**My Leader has reviewed this with me and I understand the requirements and expectations.**

  
<Employee's Name>

1-27-05  
<Date>

1/21/05

Tim Punch

Employee Number: U094339

#### WRITTEN LETTER

The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section -- Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

#### EXPECTATIONS:

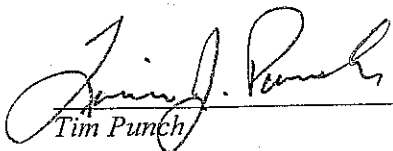
1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

This written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Brad Fedorchak

1/27/05  
1/27/05

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Tim Punch

1/27/05  
1/27/05



The Dow Chemical Company  
2301 N. Brazosport Blvd.  
Freeport, Texas 77541-3257

January 27, 2005

Bobby Scott  
Employee Number: U142660

## SUSPENSION and WRITTEN LETTER

The purpose of this suspension and written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

I evaluated the nature and extent of your action and various other factors and determined your discipline should be suspension without pay for 1 day. Because of this 1 day suspension, you will lose your Performance Award for 2005. The suspension will start on January 28 and end on January 29, you will return back to work on your regular schedule February 2.

This suspension and written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This suspension and written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

Dawn Brubaker  
Dawn Brubaker

1/27/05  
Date

My Leader has reviewed this with me and I understand the requirements and expectations.

Bobby E. Scott  
Bobby Scott

1-27-2005  
Date

1/21/05

Marty Martinez

Employee Number: U139148

### SUSPENSION and WRITTEN LETTER

The purpose of this suspension and written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.


### EXPECTATIONS:

1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
2. You must also complete the 2 skill levels required for 2005 by December 31, 2005. Specifically by December 31, 2005 the data must reflect completion of 4 skill levels between the dates of July 2003 through December 2005. Further disciplinary action may result if the above expectation is not met.

I evaluated the nature and extent of your action and various other factors and determined your discipline should be suspension without pay for 4 days. Because of this 4 day suspension, you will lose your Performance Award for 2005. The suspension will start on 1/28/05 and end on 1/31/05, you will return back to work on 2/1/05.

This suspension and written letter notifies you of a serious performance deficiency. We expect you to modify your behavior immediately to comply fully with the skills initiative requirements described above. Any future policy or rule violations or workplace misconduct will lead to further discipline, up to and including termination of your employment. This suspension and written letter will be kept in your personnel file for three years from the date of issuance of the letter. If you have a further incident during that three-year timeframe, it will remain in your file for three years from the date of the last disciplinary action.

  
Brad Fedorchak

  
1/26/05

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Marty Martinez

1/26/05

Do not agree

1/21/05

Norman Tucker

Employee Number: U089548

### WRITTEN LETTER


The purpose of this written letter is to address your failure to meet the Skills Initiative annual requirement, described in Article XXXIV, under "Intent of this Article" and Section 1 – Site Foundational Skills. An employee is expected to move up at least 2 skill levels per year until the employee has achieved the required level in all the Skill Categories.

### EXPECTATIONS:


1. You must have completed 2 skill levels by June 30, 2005. Specifically by June 30, 2005 the data must reflect completion of 2 skill levels between the dates of July 2003 through June 2005. Further disciplinary action may result if the above expectation is not met.
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Brad Fedorchak

  
1/26/05

My Leader has reviewed this with me and I understand the requirements and expectations.

  
Norman Tucker

  
1/26/05